

CALFRESH E&T, CALWORKS, AND WIOA INTEGRATION

Sarah Turner, Manager, CalFresh E&T Program, CDSS

Damien Ladd, Chief, CalWORKs Employment Bureau, CDSS

Bethany Renfree, Policy, Research, & Legislative Manager, CWDB

Sherry Parr, Workforce Program Manager, Marin, DHHS

CALFRESH E&T ALL-COUNTY TRAINING
NOVEMBER 8TH, 2018
OAKLAND, CA



AGENDA:

- CALFRESH E&T AND THE WIOA VOLUNTARY PARTNERSHIP
- CALWORKS AND THE WIOA MANDATORY PARTNERSHIP
- WIOA PLANNING GUIDANCE PROGRAM INTEGRATION STATE LEVEL
- WORKFORCE PROGRAM INTEGRATION- LOCAL LEVEL PARTNERSHIP IN REAL TIME
- Q&A

CALFRESH EMPLOYMENT AND TRAINING (E&T): PROGRAM FUNDAMENTALS AND WIOA

Sarah Turner, CalFresh E&T Program Manager, CDSS
sarah.turner@dss.ca.gov



TOPICS TO COVER

Guiding Principles

CalFresh E&T Program Framework and WIOA

Program Structure

Service Provider Network

Funding Model

Service Level

Enrollment Method

Co-Enrollment Benefits

Strategic Co-Enrollment



Guiding Principles

CalFresh E&T Program Framework and **WIOA**.

Vision

Key: “Capacity”

Mission

Key: “Access”

Goals

Key: “Increase”



Program Structure

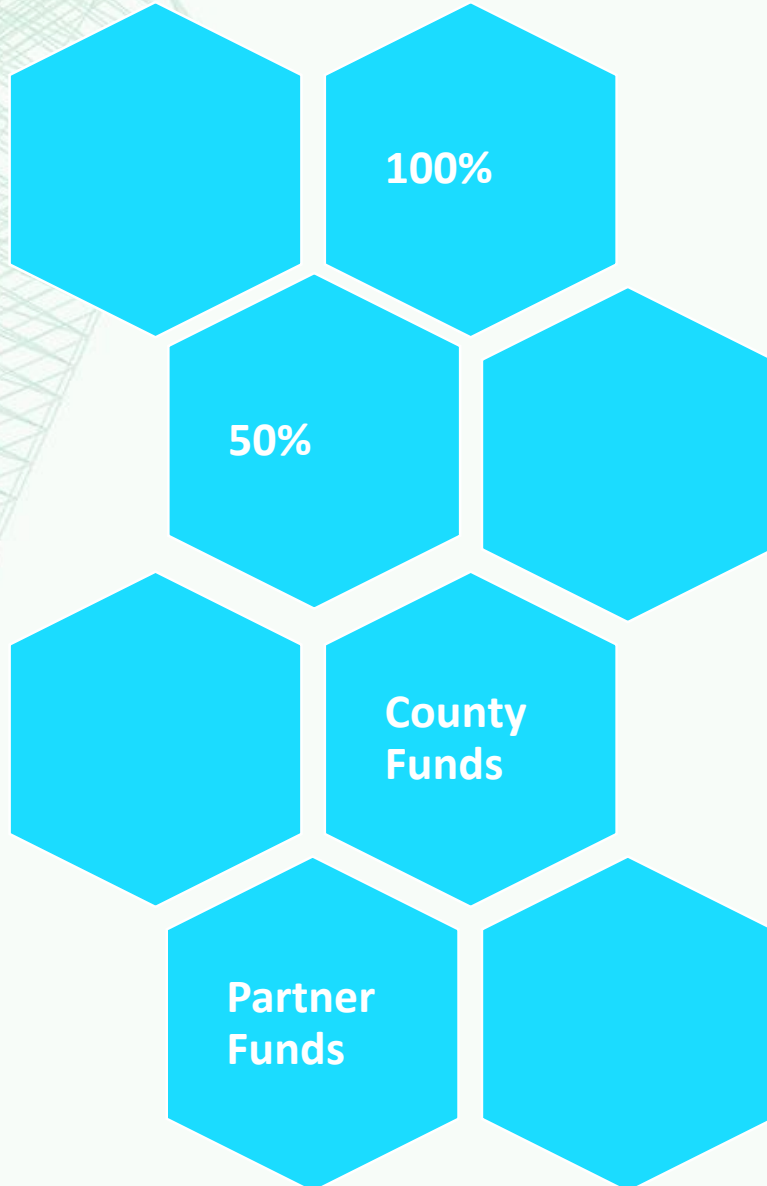
Service Provider Network. Funding Model. Service Level. Enrollment Method.

Diversity in Expertise:
Wide Pool of Providers
Regional Reach
Leverage Resources



Program Structure

Service Provider Network. **Funding Model.** Service Level. Enrollment Method.



100 Percent Federal Funds

Used for planning, implementation and operation of an E&T program. Federal funds distributed to each E&T county to use to cover “in house” or contractual costs.

50 Percent Reimbursement Funds - Additional Administrative Costs

Used for planning, implementation and operation of an E&T program. Total costs incurred are reimbursed at a rate of 50 percent. Costs can be incurred by the county or third-party partners.

50 Percent Reimbursement Funds - Supportive Services

Used for E&T participant reimbursements for supportive service expenses. Total costs incurred are reimbursed at a rate of 50 percent. Costs can be incurred by the county or third-party partner.



Program Structure

Service Provider Network. Funding Model. **Service Level.** Enrollment Method.

How We Serve...

We identify and address:

- Discover individual challenges through needs assessments
- Connect participants with resources through referrals
- Overcome barriers with supportive services

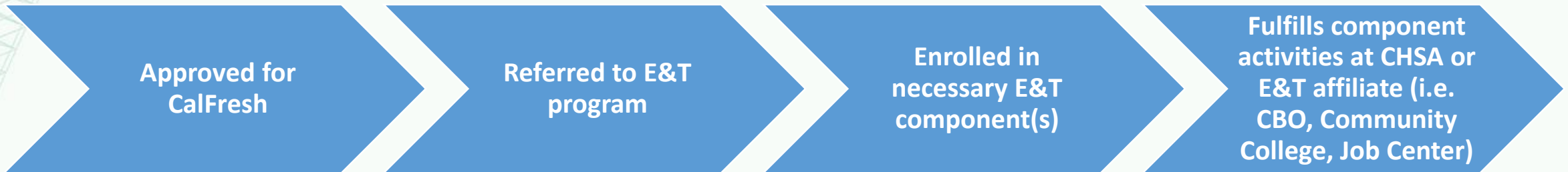


Program Structure

Service Provider Network. Funding Model. Service Level. **Enrollment Method.**

What works to grow your numbers?

Traditional Enrollment Method



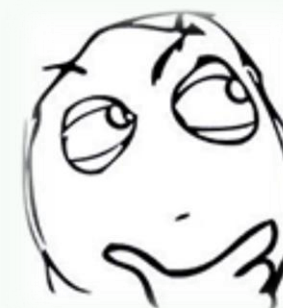
“Reverse Referral” Enrollment Method



Why mix WIOA and CalFresh E&T?

Benefits to Strategic Co-Enrollment

- ✓ Shared priority populations
- ✓ Access to wider range of services
- ✓ CalFresh E&T has no time limit, while other programs time out
- ✓ Filling the service gap: Individuals may be enrolled in both E&T funded and WIOA funded services to compliment the career services and training services offered through WIOA
- ✓ E&T can offer wrap-around or supportive services (i.e. dependent care, transportation, etc.) for individuals receiving WIOA-funded services



Sarah Turner, Manager, CalFresh E&T Unit,
CDSS
sarah.turner@dss.ca.gov



CalWORKs

Welfare-to-Work and WIOA

CalWORKs *A Mandatory State Plan Partner*

CDSS and the State Strategic Co-Enrollment Workgroup

- Deliver customer-centered services necessary to achieve positive outcomes and enabling upward mobility.
- Serve populations with barriers to employment
- Increase access to WIOA Programs by reinforcing existing partnerships, expanding new partnerships, and leveraging program strengths.
- Provide participants access to a marketable set of skills to achieve long-term economic self-sufficiency.

CalWORKs A Mandatory State Plan Partner

CalWORKs Statewide WIOA Guidance

- WIOA/CalWORKs, AJCC Partnership Requirements, ACL 16-51 16-51 and 16-51E
- Cost Sharing Clarification for County CalWORKs Programs, ACIN I-93-16 and I-93-16E
- Deeming Hours for Approved Career Pathways, ACL 16-102 and WIC 42-711.44
 - ❖ Allows an individual to comply with CalWORKs hourly participation requirements if they make satisfactory progress in an approved career pathway.
 - ❖ Enables a participant to enter or advance within a specific occupation or occupational cluster to gain long-term economic self-sufficiency.



Workforce Program Integration
New Partnership Agreement with CalFresh
Strengthened Partnerships with
Human Service Agencies

Workforce Innovation and Opportunity Act (WIOA)

- ▶ Federal legislation signed in 2014, replaced Workforce Investment Act (WIA)
- ▶ Move from “work first” to human capital development
- ▶ Emphasis on interagency partnerships
- ▶ Created regionally organized workforce planning units
- ▶ Revised performance system and accountability metrics
- ▶ Required development of state, regional and local plans

How the Workforce System Operates

- ▶ Workforce Innovation and Opportunity Act (WIOA) Title I
 - ▶ \$400M-\$500M for California (Title I)
 - ▶ Most funds spent at the local level
 - ▶ 45 Local Workforce Development Boards, 200+ job centers
- ▶ Other relevant programs
 - ▶ \$6-9 billion Total
 - ▶ K-12 CTE, Community Colleges, Apprenticeships, Employment Training Panel, Welfare-to-work, SNAP-E&T, Vocational Rehabilitation, EDD Job Services, Adult Basic Education

Snapshot of California's Workforce Development System

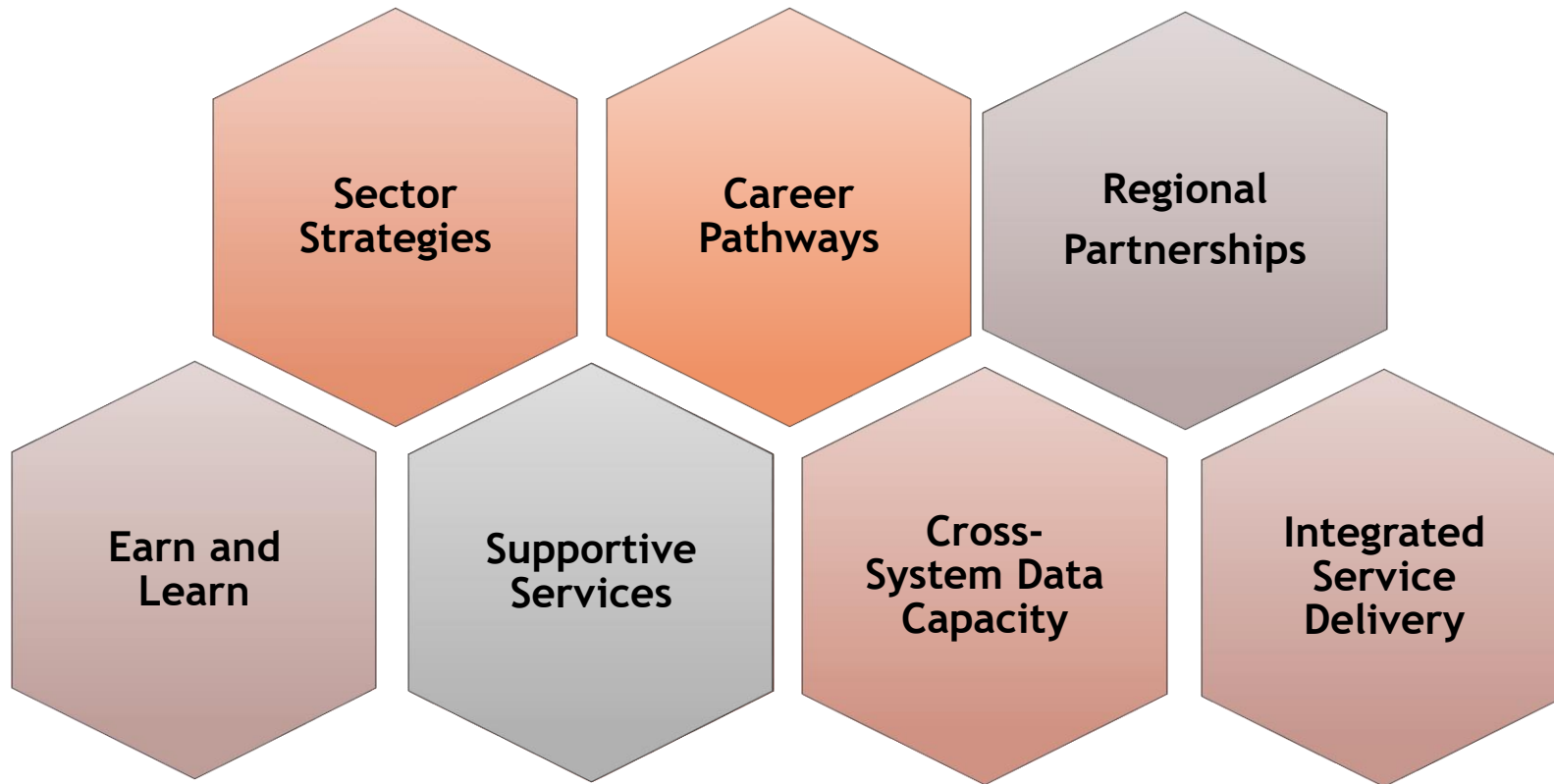


- ▶ Scale and Scope
 - ▶ 14 Regions (pictured on left)
 - ▶ 45 Local Workforce Boards
 - ▶ 200+ Job Centers (AJCCs)
- ▶ CWDB's Role
 - ▶ Policy guidance (State Plan)
 - ▶ Oversight of WIOA funding
 - ▶ Grant administration

California's Unified Strategic Workforce Development Plan 2016-2020

- ▶ Aligns state workforce policy with federal WIOA
- ▶ Goals by 2027:
 - ▶ One million middle-skill credentials
 - ▶ Double the number of registered apprenticeships
- ▶ Policy Objectives:
 - ▶ Demand-driven skill attainment (training for labor market demand)
 - ▶ Upward mobility for target populations
 - ▶ Aligning, coordinating, and integrating programs and services

State Plan Policy Strategies



State Level Partners

- ▶ WIOA Title I & II - **EDD**
- ▶ WIOA Title II - **SBE, CDE, Local Educational Programs**
- ▶ Adult Education Program - **CDE, CCCCCO**
- ▶ WIOA Title IV & CIE - **DOR**
- ▶ CalWORKs and CalFresh - **CDSS**
- ▶ Child Support - **DCSS**
- ▶ Workforce-Corrections Partnership - **CDCR and CALPIA**
- ▶ Additional State Partners: **DIR-DAS, ETP, Go-Biz, HHS, Job Corps, WIOA Section 166 Indian/Native American Programs, Section 167 Farmworker Service Programs**
- ▶ Stakeholders: **California Workforce Association, County Welfare Directors Association**

Local Boards & America's Job Center of CaliforniaSM

- ▶ The AJCC is the state's One-Stop system for career services, where programs are coordinated and integrated to make an accessible menu of customizable services available to workforce clients on the basis of need
- ▶ Local Boards operate One-Stops as an access point for programs that provide for “demand-driven skills attainment”
- ▶ Local Boards coordinate service delivery and assessment activities among core programs and state plan partners
- ▶ Local Boards provide business services to engage employers
- ▶ Local Boards work with DOR staff to serve individuals with intellectual and developmental disabilities

Goals of Strategic Co-enrollment

- ▶ Enhance partnerships
- ▶ Shared responsibility
 - ▶ Facilitating co-enrollment across all WIOA and non-WIOA funded partners, promoting shared responsibility, and promoting the attainment of shared performance goals. Shared responsibility among the partners is key for the successful outcome of each enrollee.
- ▶ Share case management
- ▶ Leverage resources
- ▶ Improve participant experiences and outcomes
- ▶ Facilitate services that enable upward economic mobility
- ▶ Enhance opportunities to develop a marketable set of skills
- ▶ Long-term economic self-sufficiency and security for individuals with barriers to employment

New Partnership Agreement with CalFresh Employment and Training (E&T)

Purpose

- ▶ Coordinating between Local Workforce Development Boards and County Human Service Agencies to ensure strategic implementation of the WIOA State Plan
- ▶ Better aligning employment outcome measures of CalFresh, CalWORKs, and Immigration and Refugee Programs with WIOA
- ▶ Improving employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies

CalFresh Workforce Partnership

- ▶ Policy Objective: To improve labor market outcomes for low-income individuals through local partnerships.
- ▶ State Agencies and Partners Involved:
 - ▶ California Department of Social Services (CDSS)
 - ▶ California Welfare Directors Association (CWDA)
 - ▶ California Workforce Association (CWA)
 - ▶ California Workforce Development Board (CWDB)
 - ▶ The Labor and Workforce Development Agency (LWDA)
 - ▶ Any other State Plan Partners who wish to participate

Local Boards and Human Service Agencies convene relevant stakeholders

Local Boards, in partnership with their local County Human Service Agency, are required to convene relevant stakeholders:

- ▶ Human Service program leads/providers
- ▶ Existing workforce partners, including core program partners, AEBG consortia, and relevant regional Community College Consortia, other education partners
- ▶ Community based organizations and social enterprises that elect to participate and who provide services to human services program participants in the local area
- ▶ Organizations providing services to the re-entry population
- ▶ Organizations providing services to English learners, other immigration services providers, as well as refugee resettlement agencies
- ▶ Disability organizations associated with the Department of Rehabilitation and located within other systems
- ▶ Public and private employers who elect to participate

Local Plans Partnership Criteria

- ▶ LWDB must engage and work with the County Human Service Agencies and other CalFresh E&T partners to serve their local CalFresh population
- ▶ The Local Plans must:
 - ▶ specify how Local Boards will partner with community based organizations, service providers, community colleges and representatives from County Human Service agencies for individuals in their local area
 - ▶ provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local area/region and the CalFresh E&T participant populations
 - ▶ assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T
 - ▶ describe the employment barriers experienced by people receiving CalFresh in the local area/region
 - ▶ explain current and prospective local partnerships and describe the quality and level of intensity of services provided by these partners
 - ▶ describe the ways in which program partners will facilitate information sharing to evaluate need

Local Plans Partnership Criteria

- ▶ How will partners braid resources and coordinate service delivery to people receiving CalFresh?
- ▶ How will partners identify and partner with local/regional organizations that serve specific types of CalFresh populations?
- ▶ What is the role of the partners in helping provide services to and integrating people receiving CalFresh into sector pathway programs?
- ▶ How will partners work together to provide supportive services to this population and facilitate program completion?
- ▶ How will partners retain this population in regional sector pathway programs as they progress into livable wage jobs and careers?

Local Planning Timeline

- ▶ August – December 2018 | Community Outreach and Stakeholder Engagement to inform the local plans
- ▶ January – February 2019 | LWDBs finalize their updated plans
- ▶ March – August 2019 | LWDBs submit updated plans to CWDB
- ▶ September 2019 | Local Plans are approved

Local Plan Community Engagement Meetings focused on the new CalFresh Partnership

- ▶ **Verdugo Workforce Development Board**

November 8, 2018 from 9:00 a.m. to 11:00 a.m. in Glendale

- ▶ **Kern, Inyo and Mono Workforce Development Board**

November 8, 2018 from 11:30 a.m. to 1:30 p.m. in Bakersfield

- ▶ **Solano County Workforce Development Board**

November 27, 2018 from 3:00 p.m. to 4:30 p.m. in Fairfield

- ▶ **LA County Workforce Development Board**

November 14, 2018 from 10:00 a.m. to 12:00 p.m. in Santa Fe Springs &

November 27, 2018 from 10:00 a.m. to 12:00 p.m. in Valencia

Local Plan Community Engagement Meetings focused on the new CalFresh Partnership

- ▶ **Foothill Workforce Development Board**

December 3, 2018 from 10:00 a.m. to 12:00 p.m.

- ▶ **Southeast Los Angeles County Workforce Development Board**

December 3, 2018 2:00 PM - 4:00 PM in Cerritos

- ▶ **South Bay Workforce Development Board**

December 4, 2018 from 9:00 a.m. to 11:00 a.m. in Hawthorne

- ▶ **Tulare County Workforce Development Board**

December 13, 2018 from 10:00 a.m. to 12:00 p.m. in Modesto

2018 Regional and Local Plan modifications Community Engagement Meetings

- ▶ For updated information, visit the CWDB website and click on *Events* tab

The dates, times and locations of stakeholder planning meetings, listening sessions, or other public meetings related to the planning process can be found on the Community Engagement Meeting Notices page.

Directory of Local and Regional Planning Partners

- ▶ A comprehensive directory of workforce partners, listed by region, is located on the CWDB website under the Plans/Policies section at the top of the homepage, click on *Regional and Local Plan Modifications PY18-19*

The directory is intended to foster regional collaboration by providing workforce partners and other stakeholders with the contact information of regional and local workforce partners

Contact Information

Bethany Renfree, Policy, Research, Legislative Manager

Bethany.Renfree@cwdb.ca.gov



MARIN'S WORKFORCE PROGRAM

INTERGRATION OF CALFRESH EMPLOYMENT &
TRAINING PROGRAM WITH THE WORKFORCE
INNOVATION & OPPORTUNITY ACT

FOCUS

Participant
t

Services

Funding



PARTICIPANT

➤ Recipients of:

CalFresh

General Assistance

Medical

➤ Barriers to Employment:

Homeless

Ex-Offenders

Poor Work History

English Language Learners

SERVICES



FUNDING

- CalFresh Employment & Training

 - 100% Federal Funds

 - 50/50 Match Funds

- WIOA

 - Adult Low-Income

 - Dislocated Worker

- Non-Federal Matching Funds

 - AB109

 - County General Funds

BRAIDING & BLENDING

- Braiding is when - Funds from various sources are used to pay for a service package, but tracking and accountability for each pot of money is maintained at the administrative level.
- Blending is when - Services are combined to provide an individual with a customized plan that meets their needs without the individuals awareness of their source or specific requirements.



MARIN WORKFORCE PROGRAM FUNDING

- WIOA \$390,088
- CalFresh Employment & Training Program \$744,833
- CalWORKs Welfare-to-Work (Pre-Assessment/Assessments)
\$434,509
- Expanded Subsidized Employment Program \$153,862
- HDAP \$9,551
- General Fund \$59,392



QUESTIONS



Sherry Parr
Workforce Program Manager
sparr@marincounty.org

The background of the slide features a light blue gradient. In the upper and lower portions, there are clusters of grey puzzle pieces. These pieces are arranged to form a heart shape, with the top cluster being larger and more complete than the bottom cluster. The text is centered in a white sans-serif font, with the email address highlighted in orange and underlined.

Serving Target Populations with Third Party Partners Panel Discussion



Panelists

Serving Target Populations with Third-Party Partners

- **Alyson Kohl**
 - ❖ Program Manager, HHSA-Shasta County
- **Linda Ram**
 - ❖ Director, Child Abuse Prevention Coordinating-Shasta County
- **Beth Heinz**
 - ❖ Program Supervisor-San Joaquin County
- **Meredith Baker**
 - ❖ Executive Director, Community Partnership for Families-San Joaquin County
- **Roseanne Berthron-Arechiga**
 - ❖ Application and Decision Support Specialist II-Santa Clara County
- **Tanya Garbolino**
 - ❖ Manager-Fresh Success

